



## SFA's Performance Development Process

### Benefit for SFA Employees

- ✓ Provides career growth and development opportunities
- ✓ Clarifies performance expectations relative to team and organization goals
- ✓ Provides an opportunity to actively participate in his/her own career development
- ✓ Provides a venue for sharing and receiving continuous feedback
- ✓ Provides a tool that can be accessed anytime and anywhere to support the need of employees who work from home or who are required to travel frequently

### Critical Success Factors

- ✓ Organization commits to professional development and continuous feedback
- ✓ Employees take ownership of his/her own career development
- ✓ Supervisors partner with employees to establish clear development expectations
- ✓ Supervisors and Development Coaches are held accountable for providing constructive, timely and thoughtful feedback

*Bottom line...SFA's Professional Development Process demonstrates Respect for the Individual and Worthiness of Trust*

